Revision of Pay Scales of Teachers in Non- Agricultural Universities, National Law universities Affiliated Colleges, Government Colleges/Institutions as per 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in Higher Education 2018.

GOVERNMENT OF MAHARASHRTRA

Higher & Technical Education Department

Corrigendum No : Misc-2018/C.R.56/18/UNI-1

Mantralaya Annex, Mumbai- 400 032.

Dated – 10 May, 2019.

<u>Read:</u> -

1. Government Resolution, Higher and Technical Education Department No. NGC-2009/ (243/09)-Uni.1, dated 12th August, 2009.
2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2nd November, 2017
3. Government of India MHRD letter No. Corrigendum F.No.1- 7/2015-U.II (1), dated 8th November, 2017.
4. Government of India MHRD letter No. Corrigendum F.No.1 7/2015-U.II (1), dated 8th November, 2017.
5. UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018
6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18th July, 2018
7. The Maharashtra Public University Act, 2016
8. Government Resolution, Higher and Technical Education Department No. MISC-2018/C.R.56/18/UNI-1 dated 08 March, 2019

Government has implemented 7th pay revision vide Resolution referred 8. The following amendments and additions are being issued.

Para	Particulars in G.R. dated 8.3.2019	Amendment
Preamble	**University Grants Commission vide its letter dated 31st January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7 th Pay of teachers and equivalent <u>orders</u> in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.**	**University Grants Commission vide its letter dated 31st January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7 th Pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges**

6.1 V	There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the College/Institution. The selection committee shall be as per the guidelines prescribed by the State Government in the Official Gazette.	There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the College/Institution. The selection committee shall be as under: i) Chairperson of the Governing Body of the college or his/her nominee from amongst the members of the Governing body, who shall be the Chairperson of the Committee. ii) The Principal of the College. iii) Head of the Department/Teacher-incharge of the subject concerned in the College. iv) Two nominees of the Vice-Chancellor of the affiliating university, of whom one should be a subject-expert. In case of colleges notified/declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice-Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert. v) Two subject-experts not connected with the college who shall be nominated by the Chairperson of the College governing body out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.

		vi) An academician representing SC/ST/ OBC/Minority/ Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category. vii) The Joint Director, Higher Education of the region or his nominee not below the rank of Associate Professor, if the post is on grant-in aid basis. (b) The quorum for the meeting shall be five members, of whom at least two shall be from out of three subject expert and Joint Director, Higher Education or his/her nominee.
6.1 VI	There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as per the guidelines prescribed by the State Government in the Official Gazette	There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as under: i) Chairperson of the Governing Body to be the Chairperson. ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration. iii) Two nominees of the Vice-Chancellor who shall be Higher Education experts in the subject/field concerned out of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor o the affiliation university of whom one should be a subject expert. iv) Three Higher Education experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (or be nominated by the

		Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned). v) An academician representing SC/ST/OBC/ Minority/ Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category. vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College governing body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body. vii) The Director, Higher Education or his nominee not below the rank of Professor/Principal, in Case of post is on grant-in-aid basis; (b) The quorum for the meeting shall be five members, of whom at least two shall be from out of three experts and Director, Higher Education or his/her nominee.
6.1.VII	Selection Committees for the Posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, Deputy Librarians and Assistant	Selection Committees for the Posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, Deputy Librarians and Assistant Librarians in universities shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in

	Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be shall be associated with the Selection Committee as one of the subject experts.	Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be shall be associated with the Selection Committee as one of the subject experts. Selection committee for the post of college Librarian & College Director of Physical Education & Sports shall be the same as that of Assistant Professor in colleges, Except that in Library & Physical Education & Sports respectively practicing librarian /Director Physical Education & Sports, as the case may be, shall be associated with the selection committee as one of the subject experts.
7.2.	The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges under Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018.	The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges, including private and constituent Colleges through Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018. In addition Government nominee shall be member of these committees. The quorum for these committees in all categories shall be three which will include one subject expert/university nominee and Government nominee.
7.3. VI. i.	If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.	If a candidate applies for promotion from Level 10 to Level 11 and Level 11 to Level 12 on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility for both Colleges and Universities. If a candidate applies for promotion from <u>level 12 to 13 A and Level 13A to Level 14</u> on completion of the minimum eligibility period and is successful, the date of promotion shall be the date of selection by CAS for both Colleges and Universities. If a candidate applies for promotion from Level 14 to Level 15 in Universities on completion of the minimum eligibility

		period and is successful, the date of promotion shall be the date of selection by CAS.
7.3. VIII.	The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory up to 31st December, 2018.	The date for requirement of Orientation course and Refresher course for promotions due under the CAS shall not be extended up to 31st December, 2018.
9.0. g)	For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level. If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.	For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

10.0.I.	The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.9,000/- per month.	The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with a special allowance of Rs.9,000/- per month.
10.0. II.	The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/-(fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with the existing special allowance of Rs.11, 250/- per month.	The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/-(fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with a special allowance of Rs.11, 250/- per month.
11.0.(i)	The Pay of Principals shall be equivalent to the pay of Associate Professor i.e. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with the existing special allowance of Rs. 4,500/- per month.	The Pay of Principals shall be equivalent to the pay of Associate Professor i.e. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with a special allowance of Rs. 4,500/- per month.
11.0. (ii)	The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with the existing special allowance of Rs. 6,750/- per month.	The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with a special allowance of Rs. 6,750/- per month.
12.0.	The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees.	The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees with effect from 1.1.2016.
16.0.	Study leave, maternity leave, casual leave, medical leave shall be admissible to the teachers at par with the state government employees.	Study leave, maternity leave and casual leave, shall be admissible to the teachers at par with the state government employees.

25.0. i.	As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that. " All the teachers have been lawfully appointed, " The pay of each teacher has been properly fixed as per this scheme and "In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges".	As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that. " The pay of each teacher has been properly fixed as per this scheme" and "In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges".
Illustration 5	An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:	An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

	1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 53,820 2.2.57 x Basic Pay = Rs 138317.40 3. Rounding off the resultant figure to= Rs 1,38,400 the nearest Rs 100= 4.level corresponding to AGP Rs 9000 = Level 13 A 5.Revised Pay in Pay Matric (Eigher = Rs 1,39,400 Equal to or next cell higher to Rs 138400)	1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 53,820 2.2.57 x Basic Pay = Rs 138317.40 3. Rounding off the resultant figure to= Rs 1,38,300 the nearest Rs 100= 4.level corresponding to AGP Rs 9000 = Level 13 A 5.Revised Pay in Pay Matric (Either = Rs 1,39,400 Equal to or next cell higher to Rs 138400)
	He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 43,600/- He is eligible for promotion under CAS (AGP Rs. 9,000 to AGP Rs. 10,000/ Level 13A to Level 14) on 10.12.2018. On promotion, he shall be re-designated as Professor, he shall be given a notional increment in Level 13A and his basic pay would be Rs. 1,56,900/-. Locating this figure Rs. 1,56,900 in Academic level 14, a cell identical to Rs. 1,56,900 or next higher cell in level 14 is cell no.4 with entry Rs. 1,57,600/-. His revised basic pay as on 10.12.2018 shall be Rs. 1, 57,600/- and the date of increment shall be 1st July, 2019, and pay after increment is Rs. 1, 62,300/-	He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs.1,43,600/-
Illustration 7	1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 75, 420 2.2.57 x Basic Pay = Rs 1,93,829.40 3. Rounding off the resultant figure to the nearest Rs. 100 = Rs 1,93,900 4.level corresponding to AGP Rs 10,000 = Level 15	1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 75, 420 2.2.57 x Basic Pay = Rs 1,93,829.40 3. Rounding off the resultant figure to the nearest Rs. 100 = Rs 1,93,800 4.level corresponding to AGP Rs 10,000 = Level 15 5.Revised Pay in Pay Matric (Eigher = Rs 1,99,100 Equal to or next cell higher to Rs 1,93,800)

	5.Revised Pay in Pay Matric (Eigher = Rs 1,99,100 Equal to or next cell higher to Rs 1,93,900)	

2. This Government Corrigendum of Maharashtra Government is available at the websitewww.maharashtra.gov.in. Reference no. for this is 201905101154016508. This corrigendum has been signed digitally.

By order and in the name of the Governor of Maharashtra.

Vijay Eknath Sable

Digitally signed by Vijay Eknath Sable
DN: c=IN, o=Government Of Maharashtra, ou=HIGHER AND TECHNICAL EDUCATION DEPARTMENT, postalCode=400032, st=Maharashtra, 2.5.4.20=ad74dd20b49c8ab0bc83f54f3d9c91571a6cd47aeb9a9f05783d44cafe7a7d8e, serialNumber=ad8df0c87ab8e6c9f8574ab838dd4c466ebe81828f43e76bfa02129f8e862cd2, cn=Vijay Eknath Sable
Date: 2019.05.10 17:10:22 +05'30'

(Vijay E. Sable)
Under Secretary to Government

To,

1. The Secretary to the Governor Raj Bhavan, Malabar Hill, Mumbai,
2. The principal Secretary to the Chief Minister,
3. The Secretary to the Government of India, MHRD (Department of Education New Delhi),
4. The Secretary to University Grant Commission, New Delhi,
5. The Private Secretary to the Minister, Higher and Technical Education,
6. The Director, Higher Education, Maharashtra State, Pune,
7. All Regional Joint Director of Higher Education,
8. The Registrar of all Non-Agricultural Universities,
9. The Account General (Accounts) Maharashtra-I and II, Mumbai and Nagpur,
10. The Account General (audit), Maharashtra-I and II, Mumbai and Nagpur,
11. The pay and Account Officer Mumbai,
12. All District Treasury Officer,
13. The planning Department, Mantralaya, Mumbai,
14. The Finance Department, Mantralaya, Mumbai,
15. The personal Assistant to the Chief Secretary,
16. All Desk Officer , Higher and Technical Education Department,
17. The Director General of Information & Publicity, Mumbai (with request to issue a suitable press note and send 25 copies to the Department)
18. Select file UNI-1.